

## *State of Colorado*

### *2008 – 2009 Total Compensation Summary*

Prepared by the Division of Human Resources in the Department of Personnel & Administration. Updated September 18, 2008.

This is a summary of the total compensation package paid by the State of Colorado to permanent employees in the state personnel system.

#### **Achievement Pay – Effective 7/1/08**

Base achievement pay consists of two elements; market salary increases by occupational group and a single uniform statewide percentage of 1.00% to recognize performance. Only employees with a final performance rating above Level 1 (Needs Improvement) received base achievement pay (see table). This adjustment is limited to the range maximum, where applicable.

OCCUPATIONAL GROUP	TOTAL BASE ACHIEVEMENT PAY
ENFORCEMENT & PROTECTIVE SERVICES	3.69%
Trooper Subgroup	7.12%
FINANCIAL SERVICES	5.06%
HEALTH CARE SERVICES (includes Medical)	4.18%
LABOR, TRADES & CRAFTS	3.33%
ADMINISTRATIVE SUPPORT & RELATED	4.43%
PROFESSIONAL SERVICES (TEACHERS)	5.13%
PHYSICAL SCIENCES & ENGINEERING	3.25%

Achievement pay also included a non-base payment of 2.00% to those rated at Level 3 (Exceptional).

Please see the [Performance System](#) section of the Web site for more detailed information.

#### **Average Base Salary**

\$4052.92 per month (\$23.38 per hour) – State of Colorado Workforce Report 2006-2007.

#### **Annual Leave**

12 days (8 hours per month) - Beginning of employment through year 5

15 days (10 hours per month) - Start of year 6 through year 10

18 days (12 hours per month) - Start of year 11 through year 15

21 days (14 hours per month) - Start of year 16

Earning rate is prorated for part-time. Maximum carry-over is two times the annual earning rate for any of the respective levels of service. Any accrued annual leave over the maximum carry-over is forfeited.

**Sick Leave**

Approximately 10 days per year (6.66 hours earned per month) regardless of service time. Earning rate is prorated for part-time. Maximum carry-over is 45 days (360 hours). Sick leave over the maximum carry-over may be converted to annual leave on a five to one basis for a maximum of 16 hours of annual leave and remainder of over-accrued sick leave is forfeited. Twenty-five percent of accrued sick leave, up to the maximum accrual rate, is paid upon separation due to death or eligibility for retirement at the time of initial separation.

**Bereavement Leave**

Up to 40 hours at the time of death of a family member or other person. The appointing authority needs to approve the absence.

**Holiday Leave**

10 paid holidays per year (up to 8 hours each holiday).

**Average Daily Value of Paid Leave**

\$187.04.

Please see the [Leave](#) section of the Web site or the [Employee](#) Handbook for more information.

**Retirement**

Effective 1/1/08 through 12/31/08 – State contribution per month is 12.05% of gross salary following any Section 125 salary reduction. (State Troopers 14.75%).

Effective 1/1/09 through 12/31/09 – State contribution per month is 12.95% of gross salary following any Section 125 salary reduction. (State Troopers 15.65%).

Mandatory 1.45% contribution to Medicare for those hired after 3/31/86.

State of Colorado employees do not participate in Social Security. As of 1/1/06, new employees, except higher education, must choose one of three retirement plans: a defined benefit (PERA DB) or one of two defined contribution plans (State DC or PERA DC). As of 1/1/08, new employee's in community colleges must choose one of two PERA plans (DB or DC).

For more information on retirement, please see the [Retirement Plans](#) section of the Web site or the PERA Web site at [www.copera.org](http://www.copera.org).

**Voluntary Supplemental Retirement Plans**

Effective 6/1/04 - There is no employer match for the voluntary supplemental retirement plans.

For more information on voluntary supplemental retirement plans, please see the [Retirement Plans](#) section of the Web site or the PERA Web site at [www.copera.org](http://www.copera.org).

## Dental

State contribution is a fixed amount regardless of plan (see chart below). Contribution amount is not prorated for part-time employees.

The table below shows the state contribution to dental only.

<b>Tier</b>	<b>Employee Only</b>	<b>Employee plus spouse</b>	<b>Employee plus child(ren)</b>	<b>Employee plus spouse and child(ren)</b>
<b>Employer Monthly Contribution-Dental</b>	\$21.58	\$32.50	\$36.60	\$47.46

For more information, please see the [Medical/Dental](#) section of the Web site.

## Life/Accidental Death and Dismemberment Insurance

Effective July 1, 2008, the fully state-paid basic life insurance for all permanent, benefit-eligible employees increased to a flat coverage amount of \$40,000. The State-paid premium is \$8.94 per month per employee. Employee-paid optional coverage is available for employees. Riders for spouse and dependent child coverage, paid by the employee, are also available.

For more information, please see the [Life Insurance](#) section of the Web site.

## Medical Insurance

State contribution is a fixed amount regardless of plan (see chart below). Contribution amount is not prorated for part-time employees.

The table below shows the state contribution to health only.

<b>Tier</b>	<b>Employee Only</b>	<b>Employee plus spouse</b>	<b>Employee plus child(ren)</b>	<b>Employee plus spouse and child(ren)</b>
<b>Employer Monthly Contribution-Medical</b>	\$340.26	\$565.44	\$499.80	\$782.92

For more information, please see the [Medical/Dental](#) section of the Web site.

Note: A portion of the settlement money from the federal tobacco lawsuit will be used to subsidize medical insurance for low-income state employees with children (HB07-1335) for the FY 08-09 plan year.

**Disability**

*Short-Term Disability* – Fully paid by State - Weekly benefit is 60% of pre-disability earnings up to 150 days. Benefit waiting period is 30 days.

*Long-Term Disability* – A voluntary plan, fully paid by employee, is also available.

For more information, please see the [Disability](#) section of the Web site.

**Overtime**

1.5 times paid as compensatory time or cash for time worked over 40 hours per standard workweek for non-exempt employees only.

*Exempt or non-exempt status is determined on a position-by-position basis. The State of Colorado does not identify a class or an occupational group of employees as exempt or non-exempt.*

For more information, please see the [FLSA](#) section of the Web site.

**Premium Pay**

Non-Health Care - 2nd Shift 7.5%, 3rd Shift 10.0%

Health Care Weekday - 2<sup>nd</sup> Shift 7.5%, 3<sup>rd</sup> Shift 14%

Health Care Weekend/Holiday – 1<sup>st</sup> Shift 7.5%, 2<sup>nd</sup> Shift 14%, 3<sup>rd</sup> Shift 20%

On-Call - \$2.00 per hour

Hazardous duty - \$1.00 per hour non-base

**Travel Rates**

Effective 7/1/08 through 12/31/08, reimbursement of \$0.53 per mile personal car (two-wheel drive) usage, \$0.56 per mile four-wheel drive vehicles, and \$0.40 per nautical mile for privately owned aircraft. Meals = \$39, up to \$54, depending on the city and peak or non-peak season. Lodging = actual cost. See the [State Travel Management Program](#) Web site for additional information.

**Uniform Allowance**

Correctional Officers - Initial uniform issue provided. Replacements issued on or about the employee's anniversary date, pending available funding.

Other reimbursements vary by occupation and department. For example, State Troopers receive \$100 per month and Wildlife Officers receive \$50 per month.

**Misc. Benefits & Information**

- [Flexible Spending Accounts](#): Pre-tax health premium, dependent care and health care flexible spending accounts are available.
- [Health Savings Account](#): Employees enrolled in an HSA-qualified High Deductible Health Plan (HDHP) such as the OAH option offered in the self-funded plan may request that a portion of their pay be directly deposited into an HSA of their choosing. The State does not offer an HSA.

- A variety of [Work-Life](#) options are available, including flexible scheduling, resource and referrals, and employee discounts.
- [Colorado State Employee Assistance Program](#): C-SEAP is a professional assessment, referral, and short-term counseling service offered to State employees with work-related or personal concerns, as well as a resource for supervisors and managers. The presence of C-SEAP reflects the State's commitment to improving the quality of life for its entire workforce.
- Colorado is not unionized and does not have collective bargaining.
- Voluntary Separation Incentives may be offered to avoid layoffs. Amount is one week of salary for each full year of uninterrupted state service, up to a maximum of 18 weeks. Detailed information found in the [Technical Assistance – Separation Incentives](#).
- [Commuter Choice Program](#): Allows pre-tax salary payroll deductions for rapid transit passes and qualified monthly parking.